

OPM FY 2007 Appropriations Request

Accounts Requiring Congressional Action

(dollar amounts in thousands)

	FY 2006 Enacted	FY 2007 Request	FY 2006-07 Variance
TOTAL OPM BUDGET AUTHORITY:	\$35,663,528	\$36,591,767	\$928,239
OPM & OIG Salaries & Expenses 1/:	\$238,528	\$255,767	\$17,239
OPM Salaries & Expenses (General + Trust):	\$220,312	\$238,003	\$17,691
General Fund:	\$121,296	\$111,095	(\$10,201)
<i>Annual</i>	<i>\$111,055</i>	<i>\$102,746</i>	<i>(\$8,309)</i>
<i>No-Year/Multi-Year: HR LOB</i>	<i>\$10,241</i>	<i>\$8,349</i>	<i>(\$1,892)</i>
Trust Funds:	\$99,016	\$126,908	\$27,892
<i>Annual</i>	<i>\$99,016</i>	<i>\$100,178</i>	<i>\$1,162</i>
<i>No-Year/Retirement Systems Modernization</i>	<i>-</i>	<i>\$26,730</i>	<i>\$26,730</i>
OIG Salaries & Expenses:	\$18,216	\$17,764	(\$452)
Mandatory Payments:	\$35,425,000	\$36,336,000	\$911,000
<i>Civil Service Retirement and Disability Fund</i>	<i>\$27,182,000</i>	<i>\$27,532,000</i>	<i>\$350,000</i>
<i>Federal Employees Health Benefits</i>	<i>\$8,204,000</i>	<i>\$8,765,000</i>	<i>\$561,000</i>
<i>Federal Employees Group Life Insurance</i>	<i>\$39,000</i>	<i>\$39,000</i>	<i>\$0</i>

1/ Agency wide offsets of \$13.7 million are reflected in the FY 2007 budget request.

A vertical strip of an American flag is visible on the left side of the slide, showing the stars and stripes.

Retirement Systems Modernization Project

Retirement Systems Modernization Project

- \$26.7 million requested in FY 2007



FY 2007 Budget Priorities

- Implement personnel reform and improve performance management;
- Improve retirement benefits administration;
- Introduce dental and vision benefits program;
- Expand options for the Federal Employees Health Benefits Program and increase transparency;
- Implement civil service reform across the Federal Government;
- Prepare for attracting employees for the federal workforce of the future;
- Continue improving the hiring process;
- Expand electronic government capabilities;
- Meet goals for security clearances set in the Intelligence Reform Act;
- Enhance outreach to stakeholders and constituencies; and
- Improve OPM internal management by stressing better customer service, greater professional development, and increased employee satisfaction.



Implement Personnel Reform and Improve Performance Management

- Evaluate effectiveness of Department of Defense National Security Personnel System (NSPS) and Department of Homeland Security human resources management system; produce first implementation assessments by May 1, 2007
- Establish performance measurement criteria by July 1, 2006, and collect data for determination that DOD may implement NSPS beyond initial 300,000 employee limitation
- Develop and operate Beta sites at 18 CHCO agencies by October 1, 2006
- Improve performance management practices at 8, 12, 18 CHCO agencies during 2006, 2007, 2008, respectively, as measured by Performance Appraisal Assessment Tool



Improve Retirement Benefits Administration

- Award Retirement Systems Modernization contracts and begin implementation for Defined Benefit Technology Solution and Business Transformation/Information Technology Service by May 1, 2006, and June 1, 2006, respectively
- Make final 90% of initial retirement benefits in 30 days by October 1, 2006
- Complete and mail notice in 10 working days for 80% of subsequent change requests by October 1, 2006
- Answer 85% of general inquiries within 72 hours by October 1, 2006
- Develop pilot program for eliminating interim payments; identify two agency participants in pilot program by April 1, 2006; finalize 50% of initial retirement benefits by first payment due date (eliminating interim payments) by January 1, 2007; and evaluate program and expand pilot to additional agencies in 2007

A vertical graphic on the left side of the slide featuring a portion of the American flag, showing the stars and stripes.

Introduce Dental and Vision Benefits Program

- Roll out new dental/vision plan by December 31, 2006



Expand Options for the Federal Employees Health Benefits Program and Increase Transparency

- Implement limited expense health care flexible spending account by August 1, 2006
- Promote affordable FEHB options, which may include additional health savings plan options, each year during strategic planning period
- Include Government contributions to benefits in pay statement disclosures by October 1, 2007
- Introduce model cost transparency requirements for FEHBP providers effective for FY 2007
- Report on health information technology requirements results for FEHBP providers during FY 2007

A vertical strip of an American flag is visible on the left side of the slide, showing the stars and stripes.

Implement Civil Service Reform Across the Federal Government

- Expand and publicize business case for introduction of reform legislation during 2006
- Monitor and report on demonstration projects at agencies by January 1, 2007, and update each year thereafter



Prepare for Attracting Employees for the Federal Workforce of the Future

- Identify Federal Government workforce Career Patterns (see Appendix E) for the future with accompanying requirements/impact by June 1, 2006
- Categorize positions by new Career Patterns at all Chief Human Capital Officer (CHCO) Agencies by January 1, 2007
- Begin to operate and hire in the new Career Patterns environment by October 1, 2007, at all CHCO agencies and expand each year thereafter
- Work with CHCO Council to roll out a more targeted (by learning institution, profession) job fair process in 2006 and expand through strategic planning period
- Update Executive Core Qualifications by October 1, 2006; complete development of enhanced automated examination tool by April 1, 2007
- Streamline and improve the examination rating schedules for common occupations by July 1, 2006
- Develop and roll out a plan with the CHCO Council to work with the Presidential Management Fellows Program to recruit top talent for positions in management by July 1, 2006



Continue Improving the Hiring Process

- Decrease hiring decision timeframes to 45 days from closing date of job announcement to date of offer for 50% of hires by end of FY 2006, increasing by 10% per thereafter to 90% in 2010
- Improve hiring practices as measured by CHCO Council-approved applicant and manager surveys at a total of eight CHCO agencies by 2007; 15 by 2008; and all agencies by 2010
- Increase number of CHCO agencies using the USAJOBS resume format and integrating online applications with their assessment systems to 50% by April 1, 2007; 75% by April 1, 2008; and 100% by April 1, 2010
- Increase number of CHCO agencies using the USAJOBS position announcement template to 85% by December 31, 2006



Expand Electronic Government Capabilities

- Complete consolidation and migration of civilian payroll processing by October 1, 2008
- Obtain commitment from three agencies for migration to HR LOB Shared Service Centers by October 1, 2006
- Convert 50% of hard copy official personnel folders Governmentwide to electronic format by October 1, 2008, increasing 20% per year thereafter to 90% by October 1, 2010
- Develop policy and functional requirements for nine non-core HR LOB subfunctions by October 1, 2006



Meet Goals for Security Clearances Set in the Intelligence Reform Act

- Complete 80% of initial clearance investigations within 90 days by end of 2006
- Complete 90% of initial clearance investigations within 40 days by end of 2009
- Complete 90% of all other investigations by predetermined deadline (varies by case type) by end of 2007
- Achieve rate of no more than 1% of completed investigations returned as deficient from agency security/adjudication offices each year



Enhance Outreach to Stakeholders and Constituencies

- Redesign the OPM website by October 1, 2006
- Identify two national professional organizations focusing on human resources policy, benefits and employee development and achieve leadership positions in them during FY 2006 and each year thereafter
- Host and lead a new forum, including private sector thought leaders, for exploring innovative human resources practices during FY 2007 and each year thereafter
- Expand the Walter Reed Army Medical Center post-service employment support model to one additional hospital in both 2006 and 2007
- Identify at least one initiative per year to partner with unions and employee advocacy groups and implement beginning in 2006



Improve OPM Internal Management by Stressing Better Customer Service, Greater Professional Development, and Increased Employee Satisfaction

- Implement performance elements and standards for all OPM employees that support the OPM Strategic and Operational Plan by July 1, 2006
- Implement a professional development program for OPM employees by October 1, 2006
- Implement an employee recognition program at OPM by July 1, 2006
- Implement action plan to ensure OPM is rated in the top 50% of agencies surveyed in the 2006 Federal Human Capital Survey (FHCS) and in the top five agencies in the 2008 FHCS
- Have the OPM Beta site operational by June 1, 2006
- Develop a group employee incentive program for the Human Resources Products and Services (HRPS) Division that factors in the uniqueness of HRPS as a reimbursable business operation by July 1, 2006; implement pilot program in Center for Talent Services by October 1, 2006

A vertical graphic on the left side of the slide featuring a portion of the American flag, showing the stars and stripes.

Improve OPM Internal Management by Stressing Better Customer Service, Greater Professional Development, and Increased Employee Satisfaction (cont.)

- Develop performance standards for OPM common services by July 1, 2006, and implement by October 1, 2006
- Maintain agency prompt payment performance at 98%; improve divisional performance (non-Investigative Services) 10% by October 1, 2006, and an additional 10% by October 1, 2007
- Complete all routine OPM clearances in seven business days starting by April 1, 2006
- Operate under a fully implemented set of delegated authorities and clearance protocols by May 1, 2006
- Use the agency-wide Document Management System in 250 person pilot group by March 1, 2006, and extend through the agency by October 1, 2006
- Publish eight proposed/final human resources regulations during FY 2006